

SMDP News

Sustainable Management Development Program

Better management, stronger programs, healthier people

U.S. Department of Health and Human Services
Centers for Disease Control and Prevention

Welcome to the SMDP NEWS

SMDP News, the newsletter for CDC's Sustainable Management Development Program (SMDP):

- Informs members of the international health community about SMDP activities.
- Supports graduates of SMDP's annual Management for International Public Health (MIPH) course.
- Facilitates country-to-country exchanges of information and experience in public health management development.

SMDP NEWS is published quarterly, and distributed to all MIPH graduates. Graduates are encouraged send articles, photos and updates on their activities, as well as corrections to mail and email addresses and phone numbers for the directory.

Current and past editions of the SMDP NEWS can be viewed at our website: www.cdc.gov/smdp

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2004 HSMR graduates from Afghanistan, Pakistan; program director Dr. Israr (back row, 5th from right).

Aga Khan University Builds Capacity for Health System Management in Afghanistan

S.M.Israr, M.B.B.S., M.Sc. (MIPH '01)

Aga Khan University (AKU), the first private medical university in Pakistan, is committed to providing education, research, and health services to improve health throughout Pakistan and the developing world. The AKU Department of Community Health Sciences (CHS) offers several short courses for Pakistani and international participants under its continuing education program. Since 1995, the Health Systems Management and Research (HSMR) course has been a regular offering in the continuing education program. Two MIPH alumni, Dr. Syed Israr ('01) and Dr. Aryn Lakhani ('99) play leading roles in coordinating and directing the HSMR course, and supervised a major course realignment in 2002 to incorporate MIPH content.

Afghan nationals have participated actively in the CHS continuing education program since its inception. Of the 1,200 health personnel who have participated in CHS continuing education courses to date, 210 (17.5%) were from Afghanistan, including 39 who attended the HSMR course. Afghan participants come from the Ministry of Health as well as non-governmental organizations (NGOs) such

as the Swedish Committee for Afghanistan, Ibn Sina Public Health Program, Mercy Corps International, UNICEF, Aide Medical International, WHO, and World Vision International.

The CHS department at AKU recently initiated the Afghan Capacity-Building Program under the Aga Khan Development Network, a consortium of development agencies working in health, education, and economic development. In this program, AKU currently supports four health managers from the Afghan Ministry of Health in its master of science programs in health policy and management, epidemiology, and biostatistics. The School of Nursing at AKU also participates in the Afghan Capacity-Building Program by providing training and education opportunities for Afghan nursing students. AKU will continue to support education and training for more Afghan health managers and nurses with the goal of strengthening the technical and management capacity of Afghanistan's health systems. AKU is committed to pursuing collaborative initiatives that have the potential for producing and sustaining a positive impact on the Afghan health system.

Dr. Syed Muhammad Israr is Assistant Professor, Department of Community Health Sciences, Aga Khan University, Karachi, Pakistan.

Healthy Plan-*it*TM Modified, Launched in India

Jacob Varghese, M.Sc., M.Journ.

MIPH 2004 graduates Jacob Varghese, GAP Program Specialist, and Stanley Joseph, Project Manager, Indian Network of Positive People, or INP+, lost no time in carrying out their MIPH country work plan after their return to India. Two months after returning from the MIPH course in Atlanta, Jacob and Stanley teamed up with Keerti Pradhan (MIPH '01) and SMDP staff members Anisa Kassim and Brian Robie to teach a modified version of Healthy Plan-*it*TM to mid-level INP+ project managers in Chennai, the capital city of Tamil Nadu state.

The INP+ program seeks to improve the quality and productivity of life for those infected by HIV in India,

which has the world's second largest HIV-positive population (5.1 million). After attending the first phase of training, project managers will coach district-level HIV-positive groups within the INP+ network to use Healthy Plan-*it*TM to prioritize and develop plans to confront issues affecting HIV+ communities. A team of young program managers is now on a mission to empower HIV+ populations in four districts.

"We are determined to succeed," one program manager said after an introductory meeting in January with 15 INP+ District Level Network members.



Workshop participants with (middle row) Stanley Joseph (MIPH '04, standing), Brian Robie, SMDP (next to Stanley, seated). Center: Michael Friedman, GAP South India Director, and Dr. Dora Warren, GAP India Director and CDC Chief of Party. At the far right: Anisa Kassim, SMDP, and Jacob Varghese ('04, kneeling). Back row, fourth from left, Ramesh Gopalachary, CDC/GAP Administrative Manager, South India.

Macedonia to Graduate First Cohort in April 2005

Associate Professor Fimka Tozija, M.D., Ph.D.

The first cohort of participants in Macedonia's Healthy Communities—Governance and Management for Health Project will graduate in April. The program is taught by Drs. Mome Spasovski and Tozija Fimka (MIPH '03) from the University of St. Cyril and Methodius, with recent assistance from returning MIPH 2004 graduates Drs. Elena Kosevska and Valentina Simonovska, and SMDP staff member Laurel Zaks.

Twenty participants from the municipalities of Valandovo, Strumica, and Gevgelija completed the four 2-day training modules over the course of eight months. Each community team is currently developing a plan to address a priority health problem based on Healthy Plan-*it*TM. The teams will defend their public health program plans at the April graduation before an audience from academia, the Ministry of Health, and the Open Society Institute (OSI).

A second management training initiative is planned for May 2005 on Total Quality Management (TQM). Assistant Profes-

(From left) Ms. Vera Dimitrievska, Public Health Manager, Open Society Institute in Macedonia; Dr. Valentina Simonovska (MIPH '04), Dr. Mome Spasovski ('03), Dr. Fimka Tozija ('03), and Dr. Elena Kosevska ('04), Medical Faculty, Social Medicine, University of St. Cyril and Methodius. Laurel Zaks, SMDP, is shown here between Fimka and Elena. OSI is a private foundation based in New York, New York, USA. OSI serves as the hub of the Soros foundations network, a group of autonomous foundations and organizations in more than 50 countries.



sors Elena Kosevska and Valentina Simonovska (MIPH '04) will manage this training program, which is targeted to 25 health promoters from the Institute of Public Health, and the Republic Institute for Health Protection, in Skopje. These participants will form teams and carry out applied learning projects until the end of year, ending in a final workshop and graduation.



Above, workshop participants enjoy a leadership exercise.

Philippines FMTP Update: Fifth Cohort Graduates

The fifth Philippines Field Management Training Program (FMTP) cohort graduated on December 3, 2004. Secretary of Health Dr. Manuel Dayrit was the keynote speaker. In his remarks, he highlighted the success of FMTP in elevating the level of health care delivery across the Philippines.

The fifth cohort of participants undertook 10 quality improvement projects that included such themes as introducing health-related policy resolutions by Local Health Boards; improving food vendor compliance with health standards; improving the recording of vital signs (TPR) in a pediatric ward; and improving micronutrient documentation

for infants and toddlers. During the graduation workshop, MIPH 2004 graduates Troy Gepte and Agnes Benegas facilitated Strategic Communication and now have officially joined the pool of 20 MIPH graduates serving as trainers and supervisors in the Philippines.

During the graduation proceedings, FMTP graduates and faculty also discussed how best to support continuous use of the management tools learned in the FMTP training for quality improvement in public health programs.



At far left, Dr. Troy Gepte ('04, kneeling) and Dr. Juan Lopez ('03), National Epidemiology Center (NEC), Department of Health (DOH); Dr. Nemia Sucaldito ('94), FMTP Program Manager, NEC DOH; Second from right, Dr. Enrique Tayag ('94), Center for Health Development, Central Luzon; and far right, Dr. Agnes Benegas ('04), NEC DOH. Dr. Manuel Dayrit, Philippines Secretary of Health, is fourth from right.

MIPH Alumni News

Modisaotsile (Em'dee) Mokomane ('03) has been named Director of Public Affairs and Business Development for Population Services International (PSI) in Botswana. PSI/Botswana is a local NGO affiliated with PSI, Washington, D.C., whose mission is to motivate vulnerable people of Botswana to adopt healthy behaviors using evidence-based social marketing techniques. PSI hopes to avert 50,000 new cases of HIV/AIDS by 2009. In his new position, Em'dee is responsible for building relationships with donors. He explains, "Donor relations are difficult, especially if they want to see value for their money. With the skills I learned in MIPH, I am able to help my organization by applying problem-solving skills like the 'fishbone' to get to root causes. For public health in developing countries like Botswana, where the HIV prevalence rate is still high, SMDP's contribution cannot be overemphasized."

Mauricio Espinel ('95), former director of the Onchocerciasis Program with the Ecuadoran Ministry of Health, has joined San Francisco University in Quito, as full-time professor. The project he leads is a U.S. National Institutes of Health project in partnership with Berkeley School of

Public Health to examine risk factors of disease transmission in an environment of intense change due in part to road building. Mauricio has also begun discussions with the Dean of the School of Medicine at the University about establishing a master's degree program in public health management.

Debra Nanan ('94) has been appointed Consultant and Program Coordinator for Pacific Health and Development Sciences (PacificSci), a public health consulting firm based in Victoria, British Columbia, Canada. Debra left a national-level post with the Ministry of Health in St. Lucia in 1995 to pursue further studies in epidemiology at The George Washington University, Washington, D.C. Her MIPH training has helped to broaden her perspectives on global health issues and form an overall approach to problem analysis, planning, and evaluation.

Sylvia Elena Reyes ('01), formerly finance manager for CARE Nicaragua, has taken a position with the European Community Humanitarian Office (ECHO) support office for Latin America and the Caribbean, in

Managua. She credits MIPH with her move from administrative to programmatic humanitarian work.

Ronny A. Shtarkshall ('98) spent last fall at the Nelson Mandela School of Medicine, University of KwaZulu-Natal, Durban, South Africa, on a Mary Weston Fellowship. Ronny also worked with a group of colleagues in South Africa on a proposal to develop collaboration between traditional healers and medical/health teams in the management of antiretroviral therapy. He returned in January 2005 to Hebrew University, Jerusalem, Israel.

MIPH 2005

Applications are now being accepted for the MIPH 2005 course. Interested applicants are encouraged to apply by May 15, 2005. The MIPH course prepares participants to teach public health management training courses in their home countries. Participants will be required to produce a country training plan as part of the MIPH course. The training venue is the Residence Inn by Marriot, in Atlanta, Georgia, where participants reside during the 6-week course. For more information, visit the SMDP website: <http://www.phppo.cdc.gov/od/smdp/miphcourse.asp>

Malawi Management Training Program Now Serves HIV/AIDS Program Managers

The Malawi management training program has expanded its target audience to include managers in both the National TB Programme (NTP) and the Malawi AIDS Counseling and Resource Organization (MACRO). The training program, funded by the CDC Global AIDS Program in Malawi, served NTP managers exclusively in the years 2003-2004. Expanding the training to MACRO managers will assist GAP Malawi in building capacity for voluntary counseling and testing (VCT) in the three MACRO sites.

In their initial joint training effort in January 2005, staff from NTP, MACRO, and SMDP co-facilitated a one-week workshop on TQM and leadership for the third management training cohort in Malawi. Trainers included Bruno Nanthuru (MIPH '04), Branch Manager of the MACRO HIV VCT Center in Lilongwe, and four MIPH graduates from the NTP—Rhoda Banda ('02), Wright Chisamba ('03), Andrew Dimba ('03), and Burton Upindi ('04). SMDP staff assisted. The 34 participants formed four 7-person teams of TB control managers from 7 district hospitals, and three 2-person teams of senior counselors from the MACRO sites. Team leaders will recruit colleagues from their workplace to participate on quality improvement teams and prepare interim reports for a May 2005 supervisory visit by the MIPH graduates and SMDP staff.

MACRO, a national NGO, was created in 1995 to strengthen VCT services in Malawi and to offer an alternative to HIV testing in hospitals. In 2000, the Lilongwe and Blantyre branches served more than 1,000 clients per month, offering rapid HIV testing and same-day results. Testing and counseling are anonymous and confidential. In 2000, the



From left, MACRO VCT Senior Counselors Hellen Zozie, Tamara Phiri, Onani Mughogho, and Edith Chimutu and, at right, Lincy Misoya and Wilfred Nundwe, meet with (fifth and sixth from left, respectively) Wellington Limbe, the Director of MACRO, and Bruno Nanthuru (MIPH '04), Lilongwe VCT Branch Manager, at the January 2005 management training workshop in Lilongwe, Malawi.



At left, Knox Banda, Laboratory Technician, Nkhata Bay District Hospital, and Edith Chimutu, MACRO Blantyre, write countermeasures for a TQM exercise. At right, Tamara Phiri, MACRO Lilongwe, reviews the countermeasures matrix for her group. During the MIPH 2004 course, Bruno Nanthuru (below left) makes a point and Barton Upindi (below right) presents the Malawi country training plan.



reducing HIV transmission and the impact of HIV/AIDS in Malawi. Malawi, a country of 11 million living in an area the size of Pennsylvania (118,484 sq. km./45,747 sq. mi.), has one of the highest HIV prevalence rates in Africa. Estimates put the HIV

HIV-seropositive rate for female clients aged 25–44 years was nearly 50%. From 21,483 clients in 2000, the number served in 2003 more than doubled—to 51,178—and a third center was added in the city of Mzuzu, in the north of Malawi. Those tested in 2003 included 1,060 couples who visited the MACRO centers.

MACRO's mission is to help individuals, families, and communities practice healthy lifestyles that contribute to

infection rate among 15- to 49-year-olds above 15% and in the overall population at 7% (source: *Medicins Sans Frontiers*). MACRO has shown that the numbers of VCT clients can be increased rapidly through stand-alone facilities in Malawi. The expanded management training program will help strengthen the capacity of VCT centers to effectively meet the increasing demands for voluntary counseling and testing services in the country.